

FOLIO

UNIVERSITY OF ALBERTA
8 NOVEMBER 1991



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New director ushering in era of change at UCS

The challenge is to do more with less, says Monica Beltrametti

When Monica Beltrametti took on the directorship of University Computing Systems last April, she inherited sets of recommendations from the Maintaining Excellence and Accessibility in an Environment of Budgetary Restraint document and a President's Advisory Committee on Campus Reviews document. University Computing Advisory Group Task Forces have also been hard at work.

"In a nutshell, what these recommendations say is 'do more with less and do it differently,'" she said 28 October. "It was thought that UCS had missed the boat in many areas. Eight years ago there was still lots of money around and central computing was the way to go, but over the years technology changed. The money shrank."

So, over the last several months UCS has been working on a strategic plan and reorganizing its internal structure. That process is expected to be completed by early next year, at which time, says Dr Beltrametti, the document will be publicized across campus. Input from the campus community will then be sought from new user advisory committees, which will be set up through individual and departmental contacts.

In consultation with senior University administrators, UCS developed a mission statement "... to provide value to its clients through leadership in innovative computing and information technology solutions to support the teaching/learning, research and public service goals of the University. By the optimal application of available resources, UCS

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Director Monica Beltrametti has set ambitious goals for University Computing Systems.

Board continues practice of meeting outside Edmonton

PEOPLE IN CAMROSE TURN OUT TO MEET WITH BOARD MEMBERS

The Board of Governors continues its practice of holding regular board meetings outside the City of Edmonton. The policy, strongly endorsed by Board Chair Stan Milner, is designed to give other Albertans the opportunity to express their views about postsecondary education and the University. More than 90 people from Camrose and area attended a luncheon with Board members following last Friday's meeting.

CHANCELLOR SAYS TASK FORCE ON STUDENT FINANCES LIKELY A GO

Chancellor Sandy Mactaggart told Board members the Senate has come up with the resources from a variety of on-campus sources to conduct a task force on the state of student finances. He explained that the Senate lost a position as a result of past budget cuts. That position was crucial to the Senate's ability to conduct task forces, he said.

OPERATING BUDGET OVERBUDGET, BOARD TOLD

A budget variance report indicates the University, now in its second quarter, is between \$3 and \$3.5 million overbudget. This is the result of reduced revenues from tuition and salary settlements, said Board Finance Committee Chair Michael Welsh.

Director defends employment equity; challenges traditional hiring assumptions

Employment equity works best if it fits the corporation's particular culture and circumstances, says the director of the federal government's Federal Contractors Program. And employers such as Saint John Shipbuilders and the Canadian Standards Association are using employment equity programs as key elements of their competitive strategies.

In the past, corporate hiring was based on a model of the white, middle-class male, Neil Gavigan said 30 October. "We want you to challenge some of the traditional assumptions about your hiring practices," said Gavigan, who is in charge of the program which mandates universities to establish employment equity programs if they want to do business for supplies or services with the federal government.

"The federal government has no jurisdiction over universities, but it can have some influence through its business practices," he said. In establishing employment equity plans, the federal government will be flexible. Obviously, he said, you can expect only modest goals in the engineering and science fields because the hiring pools are still relatively small.

The federal government, however, is looking to universities for leadership, not only in establishing hiring policies that reflect the country's cultural diversity, but to expand the numbers of graduates from the four designated groups, women, people with disabilities,

aboriginal people and visible minorities, for employers across the country.

He said the program requires that employers identify and work towards removing barriers to employment for the four groups; establish measures and a plan of action to achieve a more representative work force, and monitor the plan and the institution's progress. Some institutions, for example, the University of Guelph and Ryerson Polytechnical Institute, have established quotas. "We never said that you have to establish quotas and we won't impose quotas."

Carleton University, which was awarded a merit award last year for its efforts on the employment equity front, has recognized that if it can't have an immediate impact on the job pool, it can establish support services for women in engineering for longer term results.

He acknowledged that the controversy surrounding the issue of employment equity not only exists at the University of Alberta, but at other organizations across the country.

Asked by Administrative Officer (Academic Administration) Eva Cherniavsky why pay equity hasn't been part of employment equity programs, Gavigan said that was a political decision. He said where pay equity legislation exists, as in Ontario, some organizations have made the linkages between employment equity and pay equity.

Asked by Anne Rochet (Speech Pathology and Audiology) whether it was well founded to classify people on the basis of groups, Gavigan said you have to look at such things as employment participation rates. "They're [the four groups] designated by the disadvantages they face. Aboriginal people are poor as a group. And an analysis of the labour market indicates that the four designated groups can expect to face employment barriers."



Geology staff members Cathy Gendron, Sherry Gobeil and Jennifer Kowal worked after hours to ensure the main office was in the Halloween spirit 31 October. Working the day amid the skeletons, headstones, ghosts, bats and cobwebs, they found posing for a scary picture none too tricky.

University of Alberta, Gothenburg University ink exchange agreement

The University of Alberta and the Faculty of Business have signed a formal agreement with Sweden's Gothenburg University.

One aspect of the agreement allows for the exchange of five students between the Faculty of Business and Gothenburg's School of Economics and Commercial Law. This will take place in September 1992 for the 1992-93

winter session. It's anticipated that there will also be exchanges of faculty and/or staff, joint research activities and publications, participation in seminars and academic meetings, and special short-term academic programs.

Gothenburg, situated on Sweden's west coast, is that country's second largest city.



Finalizing matters are (left to right) Chris Janssen (Finance and Management Science); Brian Evans, Associate Vice-President (Academic and International Affairs); Henrik Lutzen, Director, International Exchange Programs, Gothenburg University; Jean-Louis Malouin, Dean of the Faculty of Business; and Fay Alexander, Exchange Coordinator for the Faculty.

PUBLIC AFFAIRS HAS COPIES OF REPORT ON CANADIAN UNIVERSITIES

The Office of Public Affairs has a limited number of copies of the Report of the Commission of Inquiry on Canadian University Education. These may be obtained at 423 Athabasca Hall while supplies last.

The independent Commission, established under the auspices of the Association of Uni-

versities and Colleges of Canada and headed by Stuart Smith, released the 178-page report 9 October.

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University
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Nothing to fear from provincial status for NWT, Dacks tells conference

To deny Northerners their own representation by provincial governments is to deny them the direct representation which all other Canadians enjoy, Gurston Dacks told the 12th National Northern Development Conference last week.

"Equality and rights are among the most basic themes in our present constitutional debate and that makes it simply unacceptable to deny Northerners equality in federal-provincial relations," the political scientist said during a panel discussion devoted to the issues of resource revenue and sharing and self-government.

Dr Dacks, who has written extensively on the political situation in the North, said the North would not be able to afford provincial status if the financing arrangements were based on similar federal-provincial formulas. "However, there's no need for Ottawa to be rigid here," he said, noting the different provisions upon which other territories became provinces.

All that is necessary is to retain the present system of financing which recognizes the high costs of providing services, perhaps entrenching it or its equivalent to guard against Ottawa's efforts to reduce the federal deficit by cutting transfer payments to the provinces and territories.

"To deal with the financial issues all that is needed is political will," he said. "If Ottawa and the provinces see the essential justice of northern provincehood, financial considerations will not stand in the way."

Yukon Government Minister of Economic Development Maurice Byblow said Yukoners want the same rights to opt for provincial status as other Canadians have had. "We want to keep the door to provincehood open, but our more immediate concerns are ensuring that decisions affecting Yukoners are made in the Yukon," he said, arguing that through the process of devolution of powers the Yukon government will be able to provide services far cheaper than the federal government can.

Co-panelist Nellie Cournoyea, Minister of Energy, Mines and Petroleum Resources for the NWT Government, told the predominantly business audience that Northern control over resource development will improve the business climate in the NWT. "And if resource revenues stay in the North, there's more incentive for Northerners to support your activities."

Citing a number of land claims settlements that could be completed some time in 1992, Cournoyea said the resource sector is one of the North's best hopes for economic prosperity. Settling land claims will improve the business climate, she said.

Dr Dacks said the GNWT's efforts to evolve towards provincehood by encouraging the resolution of land claims, deciding on the division of the NWT and pursuing a northern energy accord are good steps. "In the near term, here is where progress will be made."

Jack Anawak, Liberal MP for the Eastern Arctic (Nunatsiag), said self-government is inevitable.

New director, UCS

Continued from page 1

provides the required computer/communication and professional services, including the infrastructure to integrate the various systems throughout the University."

In order to fulfil that mission statement, UCS has set five high-level goals: to provide, by December 1994, nationally recognized value to clients comparable to that found at the top three computing service departments in Canada's foremost universities; to be recognized, by December 1993, as a leader in the development and implementation of innovative computing and information technology solutions comparable to similar sized organizations; to provide, by December 1994, a range of services that meets the needs of clients so they in turn have a competitive edge over other organizations; to spearhead, by December 1994, in cooperation with other units across campus, the development of a human, communication and information technology infrastructure which provides the highest level of efficient and effective use of resources of any Canadian university; and to apply available resources in an optimal way to meet these goals.

All this has to be done in a time of shrinking resources. Dr Beltrametti points out, however, that the U of A isn't the only organization grappling with cutbacks, but UCS is well on its way to reorganizing itself internally and identifying ways of meeting clients' needs in this kind of environment.

"The way we're going to reorganize is along technological lines. In the past UCS was organized according to users, but this is now considered the wrong way of doing it," she explains. This resulted in inconsistent charging and unnecessary duplication of services.

"And while we're reorganizing, we're going to remove a level of management," she says. "In order to enhance communication, you don't want an organization that's very deep." Three APOs have been laid off and some support staff positions will be lost as a result of budget cuts. Including the APOs, Dr Beltrametti expects between 18 and 25 positions will be lost. "If we do things right with the layoffs, however, and by shuffling posi-

"We have to upgrade the technology that we have. Some of our technology is very old and we're about five years behind. You don't buy something and that's the end of it."

tions around, some positions will become vacant just through attrition, so we're not going to lay off all those people."

Asked whether morale in UCS could be sustained during trying times, Dr Beltrametti says, "Despite the impending layoffs, once we start acting on the strategic plan, people will get such a boost from seeing the results." The important thing is that staff always know where UCS is heading and that they be part of the decisions.

As part of the Maintaining Excellence document, UCS is being asked to reduce its salary and benefits budget by \$1 million over five years and redirect the funds on a permanent basis to capital equipment purchases.

"The big capital priority is to build a fibre optics campus network which would be phased in over three years," she says. That has an approximate price tag of \$3.5 million. Second, research and teaching computing is a priority as is providing users with more computational power.

"We have to upgrade the technology that we have," says Dr Beltrametti. "Some of our technology is very old and we're about five years behind. You don't buy something and that's the end of it. We have to sign contracts with companies so that we're on their evolutionary paths. We don't have the money to be ahead of everyone with first generation [technology]. But to be two generations behind is a goal we should have—and not five generations behind as we are now."

UCS revenue is also shrinking, as users move from MTS to UNIX and other operating systems. "One of the things I'd like to emphasize is that many users are afraid that we may kill MTS [suddenly] without involving them," she says. That's not the case. Users will be consulted and if MTS is killed, UCS will make sure all the applications are migrated to other systems. She says UCS's *Dispatch* newsletter will carry up-to-date news on UCS activities.

The whole question of charging has to be straightened out as well, she says. Some services have been free, some paid centrally and some contracted out. "What we can come up with is an accounting mechanism, saying we should charge for such things as space, memory and computing power, but the way that people pay for them is a much bigger issue." This would involve not just UCS, but the President, his executive committee and all the other necessary committees.

Asked whether she feels under a great deal of pressure stepping into the UCS environment at such a crucial time, the former director of software development for the now defunct Myrias Research Corporation says, "yes, there is pressure, but I think we all believe that we'll get there. That makes the task that much easier," she says, noting that she's thankful for such a supportive staff.

Formation of Alberta Lake Management Society urged



The University of Florida's Dan Canfield

If you exclude any one player at the beginning of a lake management process who has a legitimate interest, it will likely come back to haunt you in the political process, says the

incoming president of the North American Lake Management Society.

Speaking to a workshop cosponsored and organized by the University's Environmental Research and Studies Centre 1 November in Camrose, Dan Canfield said the society should be a place in which all people who have an interest in lake management come together to discuss the pros and cons of their decisions.

Dr Canfield, a University of Florida professor, urged a diverse group of people at the well-attended workshop to form an Alberta Lake Management Society and to become a chapter of the North American society.

More Canadians need to be involved in the society to share their experiences, ideas and scientific expertise, he said. Many lake management issues are similar and many of the problems have cross-border implications, he explained to representatives from summer villages, other municipalities, recreation groups, government agencies and various other people interested in lake management issues.

"We need to find out what works and what fails," he said. "One of the bad things about academics is that they only write about the things that are successful. Government

agencies don't write about their failures either because they'll be criticized by taxpayers. But we learn more from our failures, generally, than we do from our successes," he said, noting that a lake management society can provide a forum for exchanging information.

"In the United States we have developed some of the finest lake management plans in the world. A lot of them are no longer in existence. When the budget crunch hit, they were wiped out because there was not a political base of support from people who wanted to protect those water resources," he said.

Addressing some of the government representatives in the audience, Dr Canfield said people didn't feel that government was working actively with them and for them. He said states such as Florida and Massachusetts, which are dealing with budget problems, are slashing lake management efforts because people are saying, 'I don't trust this agency; they're not helping us.' People have to work with agencies, if they want to make progress.

The workshop was the sequel to a March 1991 workshop organized by the Centre entitled "Lake Restoration: Expectations and Realities". The workshop last week also heard about the provincial government's current practices and policies on lake management, and several presentations were made by Alberta experts and groups.

CAPITAL EQUIPMENT PURCHASES

A program exists to provide the carryover of unspent capital equipment funds into the next budget year. This carryforward is limited to the lesser of the expended balance, 15 percent of the departmental capital equipment budget, or \$50,000. Where the balance of unexpended funds is sufficient, commitments incurred by purchase orders placed before 31 December 1991 will be allocated a carryover equivalent to the amount of the commitment.

Where the balance of the unexpended and/or committed capital equipment budget is currently in excess of the foregoing limits, staff are urged to place the purchase orders for their further needs now to help ensure that delivery is effected before 31 December 1991. The program will not provide a carryover in relation to commitments placed subsequent to 31 December 1991 other than in instances where a well-documented justification of circumstances merits exception.

Application for exceptions should be submitted to the attention of D Grover, Office of the Comptroller, 492-5894. Final approval on capital equipment carryovers remains with the Associate Vice-President (Facilities), DG Bellow.

Unexpended funds in excess of the limiting factors will lapse into the Vice-President Administration's Capital Equipment Contingency Account.

For additional information, see MAPPs 03 - 050 - 015 FLEXCAP - Flexible Capital Expenditures Program.

Merna Summers, writer-in-residence

Merna Summers is the 1991-92 writer-in-residence at the University of Alberta.

Summers has published three collections of stories: *The Skating Party* (1974); *Calling Home* (1982); and *North of the Battle* (1988). She has won numerous awards for her work, including the Ohio State Award (1968), the Katherine Anne Porter Prize for Literature (1979), the Writers' Guild of Alberta Award for Short Fiction (1983 and 1988), and the Marian Engel Award (1989).

Summers has worked as a journalist and editor and has written children's verse as well as scripts for radio and television. She has also been a writing instructor, most recently with

the Banff Centre and the school at Sage Hill. In 1990-91, she was writer-in-residence at the Winnipeg Public Library. During her residency at the U of A she will be working on a novel.

As writer-in-residence, Summers is available to read and comment on the work of Alberta writers, and not just those who are students at the University. She will be in her Humanities Centre office (4-17) on Monday and Tuesday afternoons. Her number is 492-2181.

Her residency is funded by the Canada Council, the Alberta Foundation for the Literary Arts, the Alma Mater Fund, and the English Writer-in-Residence Endowment Fund.

Marginalized movements challenging mainstream ways of knowing, Higgs says

If the world is going to be transformed to enable people to live in a truly sustainable manner, people are going to have to examine the ways in which they know and acquire knowledge, says Eric Higgs (Philosophy).

"Within philosophy, epistemology, the study of knowing, we are just starting to come to grips with some of these issues," he told a nursing graduate students brown-bag lunch 28 October. At a political level, the way we know the world is inadequate and is in fact forcing us at an underlying level to commit acts that are in direct opposition to what we need to do in order to create a better world.

"There are ideas coming from the margins of society, the margins of scholarship—science and technology studies, feminist scholarship, and environmental scholarship—which are not part of the mainstream," he said. These are beginning to press the central body of knowledge and "the claims of some of these sub-fields are starting to have an enormous influence."

The idea of "objective knowledge" is an artifact of a prior age of academics, he argued. "Analytic knowledge isn't dead. But it should be pressed into a tighter space to make room for

ways of knowing that emphasize other things," he said. Those other ways of knowing may include narrative, experience, patterns and intuition.

"We live in a world in which the only claims to authoritative knowledge are made through science. It's become almost a total framework for knowledge in the late 20th century," he said, noting that in the field of nursing, for example, intuitive and emotive processes are critically important if a person is to be a good nurse. "Well, scientific models of knowing the world don't allow for that."

"The challenge of epistemological change, changes in the way we know the world, is much greater than we'd like to admit. You quite often hear 'we need a change in paradigm' or 'we need to change fundamentally the way we know'. The reason it's a big challenge is because it's rooted in primary ideas of human agency and the structure of the world."

He cited three examples of movements "pressing towards the centre." Strong challenges from feminism have been occurring for several decades now, he said. There's an

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New machine at Rick Hansen Centre helps people with spinal cord injuries

For Carla Tabler, a second-year science student who sustained a spinal cord injury in a car accident seven years ago and who is now confined to a wheelchair, the new exercise machine at the Rick Hansen Centre is a welcome development. In effect, the stimulus control unit allows people with spinal cord injuries to exercise their legs.

Officials with the Centre say the ERGYS 1, manufactured by Therapeutic Technologies Incorporated, is just one more way of combating some of the problems experienced by people who have sustained spinal cord injuries.

The machine, which cost \$26,000 US and is one of only two in western Canada (the other is at the Glenrose Hospital), was donated by the Spinal Cord Injury Treatment Centre Society. That was made possible as a result of a grant from the Wild Rose Foundation to SCITCS.

According to Garry Wheeler (Rick Hansen Centre), the machine is designed to improve cardiovascular fitness, peripheral lower limb blood flow and flexibility in the joints, and to decrease joint adhesions. Electrodes are attached to the legs and the muscles are stimulated, to allow the person to pedal the bicycle-like machine.

He points out that one of the major problems facing people with spinal cord injuries is coronary disease, which is associated with sitting in wheelchairs.

"Exercise [for people with spinal cord injuries] is all upper limb exercise. This [piece of equipment] is an adjunct, so at least we can now involve the lower limbs in some form of exercise. The inactivity is a real problem, and because of the inactivity they get deep venous thrombosis, blood clotting in the legs."



Second-year science student Carla Tabler pedals the ERGYS 1 and Craig Simpson monitors her pace.

There are about 20 people on campus who are anxious to use the machine and Dr Wheeler estimates about five will be able to do so each day. It will cost about \$40,000 annually to operate the machine, for costs such as a technician's salary and supplies for the machine.

SCITCS president and U of A Senate member Louise Miller welcomed the addition of the machine to the Rick Hansen Centre.

Oiler winger Craig Simpson, the honorary chair of SCITCS, said it was exciting to see people using the machine and benefiting from the efforts of SCITCS members.

LETTERS

RETURN TO NORMAL DISCOURSE URGED

I am embarrassed, as an English teacher, and one who loves writing, by a recent *Folio* letter on preferential hiring: without evidence or argument, it trashes the scholarly reputations and the integrity of internationally-respected professors, and displays flaws in thought and expression that English professors usually eliminate. That this letter comes from a colleague in my department frightens many. No parent wants her child taught to reason this way.

I offer two paths back to normalcy. First, the writer should re-read Orwell's "Politics and The English Language" before writing or teaching. Next, those who are bothered by the intemperance of her letter should contact Professor Ruth Gruhn of Anthropology; the president *pro tem* of the Association of Concerned Academics; she can supply well-reasoned materials on alternative hiring strategies. The ACA provides a forum for calm, collegial debate in the university tradition respected by all sensible professors.

With the University facing crises in public support and internal morale, rage and dia-

tribes only threaten our well-being and undermine educational possibilities. It is best to react positively to the letter's excesses, and to return to normal discourse, for unless the writer is being super-subtle, her letter offers us a future, a fate, of Orwellian horror.

Bob Solomon

Associate Professor of English

WHEN WILL WE EVER LEARN?

I wish to take exception to Janice Williamson's letter to *Folio* of 18 October. I see in it little more than a gratuitous litany of insults to those who do not think as she does (and surely a bit of an embarrassment to many of those who do).

It is instructive, however, to read her letter in that it does provide a rather chilling insight into the kind of thought processes at work behind much of the movement for so-called equity hiring. What one finds in this letter is a snarly (but ultimately tedious) recitation of left-wing epithets (power, privilege, colonization), politically correct buzzwords (homophobia, misogyny) and, of course, this month's Pavlovian bell-word, *harassment*. To this stew other claims and insinuations are stirred in: Frequent letter-writers to *Folio* must be shirkers of academic responsibilities and, to use her "ironic" hyphens, senior-white-straight-able-bodied-male staff have little to do but prowl the academic landscape

polarizing, contaminating, and harassing. One searches this letter in vain, however, for substance. Indeed, one finds little in her remarks but ordinary name-calling and a goodly dose of political zeal run amok.

Let us recall what she is on about. She is referring to the opinion, held by many, that academic hiring should be done in accordance with stated University policy, i.e., merit, *as opposed to* criteria based on race, gender, physical condition or what have you. This is the long and short of the "merit only" view as I have seen it expressed in letters to *Folio* and heard it expressed elsewhere. I find it, therefore, extraordinary that one can so effortlessly detect and denounce in that opinion the shadowy presence of the racist, sexist, misogynist or colonizer (whatever in the world that is).

At one point in her letter, Professor Williamson, Cassandra-like, informs us, as if foretelling of an ecological disaster, that she is beginning to "perceive the creation of a contaminated work atmosphere which supports the harassment of those who would otherwise flourish from more creative, productive conversations about intellectual and communal life in a major university." We are not told how one small group's opinion could possibly bring about this contamination cum harassment nor are we enlightened as to the content of the conversations to be thus stifled. However, if Williamson's apparent contempt for rudimentary logic and rather singular flair for

irrelevant invective provide any clue, one may certainly hazard a guess as to what such conversations would be like and at the same time wonder who would care to partake in them.

One sobering promise does permeate her shrillness: Those who dare take issue with the schemes of the would-be social engineers have in store for them a ready-to-launch firestorm of vilification, of which very little will have any bearing on the issue or issues at hand. This state of affairs is sadly reminiscent of other more tragic times in this century when similar mind-sets gave rise to so much unspeakable grief. It is discouraging indeed to see that the same spirit of self-righteous intolerance, however incoherently expressed, is still with us.

Oh, when will we ever learn?

James Algeo

Associate Professor of Romance Languages

RUTHERFORD AWARD FOR EXCELLENCE IN UNDERGRADUATE TEACHING

The GFC Undergraduate Teaching Awards Committee (UTAC) reminds the University community that nominations are now being sought for the annual Rutherford Award for Excellence in Undergraduate Teaching.

The purpose of the Rutherford Award is to recognize excellent teaching, to publicize such excellence to the University and the wider community, to encourage the pursuit of excellence in teaching, and to promote informed discussion of teaching and its improvement at the University of Alberta.

Nominations are made by Faculties that teach undergraduate students, and information about the nomination procedures and adjudication criteria has been sent to the Faculties. Nominations should be made through a Faculty committee and submitted by the Faculty to the Secretary of UTAC, 2-5 University Hall. Anyone who needs assistance and advice in preparing nominations should contact Ms Bente Roed, Education Director, University Teaching Services, 215 Central Academic Building (492-2826). The deadline for receipt of award nominations is **14 February 1992**. In most cases, individual Faculties have established earlier deadlines to allow for internal adjudication procedures.

At least one award, but not more than five, is given annually. The award recipients are publicly recognized at a special occasion and Convocation. They also receive a memento and a cash prize of \$2,500.

'Newhouse's' visions rife with controversy Canadian play a succession of dark events in high places



BFA (Acting) students Janet Smith (Amy) and Kevin Sutley (Newhouse) rehearse a scene for Studio Theatre's production of "Newhouse." The play carries a language and nudity warning.

We live on coffee around here, Carl Hare says of the Department of Drama in general and the cast and crew of "Newhouse" in particular. He's not talking decaf but the high octane stuff as he sips and contemplates Studio Theatre's 1991-92 season opener, a play that should leave audiences with jangled nerves.

Set near Ottawa in 1999, "Newhouse" (Casanova in Italian) has incendiary ingredients: an AIDS-like plaque (3,000 deaths a week are being recorded), one-night stands (including one involving the PM himself), political unrest, and an insistent beat laid down by the media as it deftly shapes situations for public consumption. "Some of the things it ['Newhouse'] says may be only too true by then," says director Hare. "The students wanted to do the play and suggested it to the Studio Theatre Committee [which selects each season's plays]. The themes mean a great deal to them.

"The play, if not prophetic, is a warning to us of what could occur in the future. How do you live life when you don't know how long you'll live? 'Newhouse' puts forward a desolate picture."

The play, created by Richard Rose, an avant-garde director, and DD Kugler, and first performed in Canada in 1989, combines the Oedipus and Don Juan legends and adds an acute overlay – the politicization of disease and the effects of an epidemic upon social lives. Dominating Lee Livingstone's basic black set is a monolith with barely discernible names of those who have died. Only surnames are listed, à la the Middle Ages when, with the plague taking lives briskly, the burial details had no time to note full names.

There are 35 scenes and they're very short and fragmented. "The plots interlace like this," Hare says, lacing the fingers of one hand

between those of the other. Originally produced in a hockey arena and with an 800-page script and action in a number of rooms staged simultaneously, "Newhouse" has undergone "a lot of adaptation." There are more than 25 speaking roles and only 12 actors (all of whom are in their graduating year) so audiences can appreciate versatility, (not to mention the quick change drill backstage that's dramatic in its own right). "Each student has a variety of roles to stretch them without ruining them," is how Hare puts it. He's had his company rehearsing three to three and one-half hours at a crack and says matter-of-factly, "When they get out there, they've been tested in the fires."

"Newhouse" is important to first-year students, too, as they are crewing it. As for students outside the Department of Drama, Hare says, "One of our main functions is to bring more University of Alberta students into Studio Theatre. Many students here have never seen a live play in their lives; we want to give them an initiation to the top drama department in the country."

As a director who's in a teaching situation, Hare wears two hats with a third on standby: after tonight's performance and again next Friday he and cast members will remain behind to discuss "Newhouse" with any and all interested members of the audience.

"Newhouse" opened 7 November and continues nightly until 16 November. The remainder of Studio Theatre's season consists of: "The Superior Residence," a comedy set in 18th century Italy (6 to 15 February); "The Love of the Nightingale," a retelling of the Greek Philomele myth (2 to 11 April); "Henry IV Part I," Shakespeare's vivid exploration of loyalty (7 to 16 May); and "Philadelphia, Here I Come!" deemed "A fine new play, a funny play, ... an affecting play" by the *New York Herald-Tribune* (11 to 20 June). All performances will take place in Myer Horowitz Theatre, Students' Union Building.

Marginalized movements

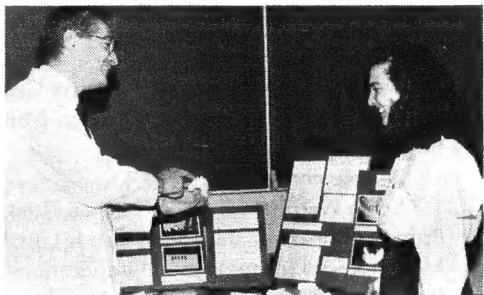
Continued from page 3

enormous revolution going on in science and technology studies, primarily because it is now legitimately fashionable to think about the history of science and technology not as some sort of objective form, but as a social construction, he explained. "What we've tended to do in the past is socially construct scientific knowledge." And the environmental movement is calling for fundamental changes.

Dr Higgs said the challenges to established ways of knowing have great potential for mediating a new understanding of the work in the professions. We have to move away from arrogance and toward humility in the way we understand our circumstances, Dr Higgs suggested.

LAURELS

■ **Don Scott** and **Norbert Morgenstern** (Civil Engineering) have been given a \$10,000 grant from the North American Geosynthetics Society. In other news from the department, Dr Morgenstern has been named to the Alberta Order of Excellence and will be formally invested 28 November at Government House. Lieutenant-Governor Gordon Towers cited Dr Morgenstern's "extensive contributions in geotechnical education, research and professional practice."



■ Third year dental student **Vicky Ikonomou** and mentor **Keith Manning** (Restorative Dentistry) carried the Alberta banner at the Canadian Dental Association Convention in Quebec City in late summer.

A large part of the convention involved table clinic presentations by undergraduate students representing all dental schools in Canada; Ikonomou was awarded a second prize of \$500 for her project titled "The Effect of Rubber Latex Gloves on Polyvinyl Siloxane Impression Materials."



Carole Forget

■ La Faculté Saint-Jean a le plaisir d'annoncer que **Carole Forget** est la première lauréate de la Bourse des Soeurs de l'Assomption de la Sainte-Vierge. Créée à l'occasion du centenaire de l'arrivée dans l'Ouest de ces dernières, cette bourse de 700\$ viendra appuyer Forget dans ses études en pédagogie.

Albertaine depuis l'âge de 9 ans (Forget est native d'Ottawa), elle se destine à la carrière d'enseignante au secondaire. Passionnée de la lecture et des voyages, Carole Forget rêve de faire, un jour, le tour du monde.

Lianne Renée Tardif est la lauréate, pour 1991-92, de la Bourse Jean Patoine. D'un montant de 1,800\$, cette bourse viendra appuyer Tardif



Lianne Renée Tardif

durant la première année de son programme en éducation élémentaire.

Née à Peace River, Tardif s'est toujours sentie chez soi à l'école et attend avec impatience le moment où elle pourra, à son tour, enseigner.

Pianiste aussi bien que flûtiste, Tardif adore la

musique "de tous genres," et s'intéresse à la danse et à la cinématographie.

■ The Sandra Garvie Memorial Fund has given awards of \$1,000 each to **Heather Maconachie** and **Lynette Toews-Neufeldt**.

Maconachie is a law student at the University of British Columbia and is doing contract work for the Public Legal Education Society of British Columbia. Toews-Neufeldt is studying second year law at the University of Alberta. She is currently working as a researcher for the Canadian Bar Association's Task Force on Constitutional Amendment Processes (her work involves investigating the public role in the amending process). The award, which has now been granted to 10 individuals, was created in honour of the late Sandra Garvie, the librarian at the Legal Resource Centre, Faculty of Extension, from 1976 to 1979.

■ The University of Alberta Board of Governors has donated \$962 to the Canadian Engineering Memorial Foundation.

■ Materials Management congratulates Assistant Buyer **Wendy Schultz** on winning the "Customer Appreciation Award", from Amersham Canada Limited, for being one of the "most friendly, organized and cooperative clients."

Business booming at Career and Placement Services

One of the more well-worn doorways on campus is that of CaPS (Career and Placement Services) in the Students' Union Building. Last year, there were 36,647 in-person enquiries at CaPS' Resource Centre which contains literature on career planning (employer and industry information, Faculty specific career information, international employment, etc) and the job search was utilized to capacity. "The average daily use came in at 400 in-person enquiries," says Director Wendy Coffin.

CaPS has a mountainous mandate—to provide comprehensive services to assist students and alumni with their career planning and job search efforts and to build and maintain quality relationships with employers.

"Our responsibility to students is to provide them with the necessary knowledge and tools for learning for themselves about suitable and available career paths and how to successfully pursue their chosen careers," Coffin says. "Our responsibility to employers is to ensure that a comprehensive recruitment program, services and resources are available to recruit University of Alberta students."

To the University community as a whole, CaPS is the primary adviser and resource on student placement and labour market issues and employment programs and legislation. "We want as many students as possible to use our resources," Coffin emphasizes. These include individual and group counselling sessions on self-assessment, career decision making, job search techniques, application preparation and interview skills. In 1990-91, CaPS conducted 67 workshops which registered 1,621 students. Another 25 workshops were run on a special request basis from individual departments with 1,425 students attending. A total of 576 one-on-one consultations were also held during the reporting year.

CaPS' primary way of bringing students and employers together is to hold career forums, career fairs and discipline-specific fairs. Earlier this week, CaPS experienced another crush of humanity with its Canada Career Week activities around campus.

Perhaps the biggest challenge CaPS overcame last year concerned Employment and Immigration Canada's withdrawal of service (because of mandate changes) to CaPS' Recruitment Services. Because of the importance of this function to students, to the University community, to the employer community and to the community at large, it was decided that CaPS should develop and deliver this service. "We had to implement a fee-for-service to employers and became the only postsecondary institution in Canada to do so," Coffin says.

Next on CaPS' agenda of special events is Forestry Career Forum, 14 November, 6 to 9 pm, in 1-12 Agriculture/Forestry Building. This will be followed by Home Economics Career Forum, 19 November, 6 to 9 pm, in 2-115 Education North. Tickets for each forum are \$3 and can be obtained at CaPS.

McCalla Professor studying whether exercise helps people with osteoarthritis

Osteoarthritis is a very common condition that causes pain and disability. Moreover, says Jean Wessel (Physical Therapy), the condition costs the health care system a substantial amount of money.

Dr Wessel, who has been awarded a 1991-92 McCalla Research Professorship, points out that people with OA of the knee may have joint instability, weakness of the adjacent muscles, poor position sense and an increasing inability to walk and climb stairs.

"Although exercise programs are often prescribed for persons with osteoarthritis, there is no conclusive evidence that exercises are beneficial in this condition," she explains in her McCalla research proposal. "Previous studies that have reported improvements in strength after a training program for OA have been poorly designed with inadequate planning and monitoring of the exercise program."

Therefore, Dr Wessel wants her study to determine whether static exercise programs can improve the strength and size of the knee muscles in women with osteoarthritis of the knee. And she wants to determine what effect the exercise program has on pain, walking ability, position sense and clinical status.

Dr Wessel has also conducted a research project funded by the Arthritis Society to examine the strength of the knee muscles in women with rheumatoid arthritis. She found that the loss of strength of women with RA is greater for eccentric contractions—used in activities like descending stairs—compared to concentric contractions, such as ascending stairs.

The results of that work were presented at the Canadian Physiotherapy Congress in 1989 and the data are being prepared for publication. Dr Wessel believes there is the potential for additional data analysis—specifically an exami-

nation of the muscle strength at specific knee angles. "This analysis will allow comparison of biomechanical characteristics of the knee of healthy and RA subjects."

According to Dr Wessel, the result of this study led to the development of a proposal to compare two strength training programs for people with RA. One group is being trained with concentric contractions and another group with eccentric contractions. A control group receives no exercise.

"Forty subjects have completed the study," she wrote in her proposal. She expected that the additional 20 subjects would be recruited, tested and trained by the termination of the grant. Most of the analyses of strength data should also be completed by this time. However, additional time will be required to analyse the effect of the exercise program on the clinical and pain data.



The 27th Canadian Undergraduate Physics conference, held on campus last week, featured prominent speakers such as recent Nobel Prize (Physics) recipient Richard Taylor and Erich Vogt, the director of the TRIUMF-KAON facility in Vancouver. Students from across the country attended the conference 31 October-2 November. Here U of A graduate student Trevor Stocki, centre, who is helping advisor Gerry Roy with an experiment at the TRIUMF-KAON facility, scans a model of the facility with Joe Chowanec, an electrical engineering student, and Suzanne Murphy, who earned her BSc (Physics) at this University.

U of A table racks up United Way prize

The University of Alberta Campus Campaign Committee was well represented by a table of 10 among the 600 guests at the 24 October 'Breakfast of Champions' which marked the mid-point of the United Way Campaign in Edmonton and surrounding area.

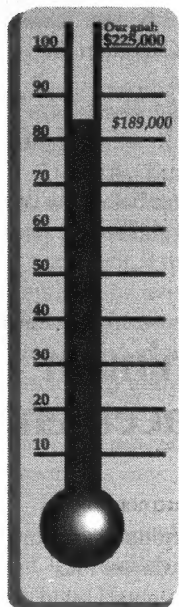
The Committee representatives, wearing Golden Bears sweaters and accompanied by GUBA, were highly visible. Table decorations of stuffed bears and green and gold balloons (donated by the University Bookstore) were organized by Bonnie O'Dwyer and

Sandy Polvere and resulted in the U of A table being selected as the most colourful at the Breakfast. The prize was 10 tickets to a new United Way event – a Masquerade Ball at Goose Loonies.

At the Campaign Breakfast, held at the Westin Hotel, Doug Wilson, co-chair (with John Bertie) of the Campus Campaign Committee, announced that the University had reached 73 percent of its target.

In other United Way news, Coffee Day has been scheduled for Thursday, 14 November. A United Way button, purchased for \$1, means the buyer can get unlimited cups of free coffee at various outlets on campus. Buttons are on sale at the Office of Public Affairs and the Students' Union Building.

Watch for Coffee Day posters around campus.



TALKS

ACCOUNTING

8 November, 2 pm

Izak Benbasat, University of British Columbia, "Adoption of Information Technologies by End-Users: Theory, Instrument Development and Empirical Research." B-05 Business Building.

15 November, 2 pm

Bill Waller, University of Arizona, "A Study of Auditor's Risk in Assessments in Field Settings." B-05 Business Building.

BOTANY

21 November, 4 pm

Danilo Fernando, "Developmental Anatomy of the Shoot Apical Meristem of *Pittosporum Resiniferum* Hemsl." M-149 Biological Sciences Centre.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

8 November, 7:30 pm

Iaroslav Hrytsak, Institute of Social Sciences, Ukrainian Academy of Sciences, Lviv, "Ivan Franko and the Idea of the Political Independence of Ukraine." Heritage Lounge, Athabasca Hall.

15 November, 7:30 pm

Victoria Yegorova, professor, Department of Economics, University of Donetsk, "Modern Energy Policy in Ukraine and the Role of the Donetsk Region in its Economic Development." Heritage Lounge, Athabasca Hall.

CANADIAN MEDITERRANEAN INSTITUTE

14 November, 7:30 pm

Alex Hawkins, "Ancient Greek Theatre Performance." Archives Room, Provincial Museum.

CENTRE FOR CRIMINOLOGICAL RESEARCH

14 November, 7:30 pm

John Braithwaite, Research School of Social Sciences, Australian National University, "A New Optimism About Crime Prevention." TBW-2 Tory Breezeway.

15 November, 9 am

Dr Braithwaite, "Crime, Shame, and Reintegration." TLB-12 Tory Lecture Theatre. Both lectures cosponsored by the Solicitor General of Canada and Sociology.

CENTRE FOR INTERNATIONAL EDUCATION AND DEVELOPMENT

8 November, noon

Kradiga Safwat, executive director, Middle Eastern and African Research Centre, University College, Swansea, Wales, "Feminism, Cheap Labour and Capital Accumulation."

5-180 Education North.

12 November, noon

Dr Safwat, "Global Interdependence, the State and the African Crisis." 5-180 Education North.

20 November, noon

Svetoslav Grigoriev, head, Department of Sociology, Altai State University, Barnaul, Russia, "Economic Reconstruction of Russia: Sociological Implications of the Market Economy." 5-15 Tory Building.

CHEMICAL ENGINEERING

14 November, 3 pm

V Maniar, "Multivariable Adaptive Generalized Predictive Control." 342 Chemical-Mineral Engineering Building.

21 November, 3 pm

Leigh Wardhaugh, "The Unusual Flow Properties of Waxy and Heavy Crude Oils: Measurement Techniques and Implications for Pipeline Design and Operation." 342 Chemical-Mineral Engineering Building.

CLOTHING AND TEXTILES

14 November, 1 pm

Nicki Prince, "Carrier and Coast Salish Dress in British Columbia." 131 Home Economics Building.

21 November, 1 pm

Chrystal Dawley, "Effects of Freeze-Thaw Cycles of Wool." 131 Home Economics Building.

COMPUTING SCIENCE

12 November, 3:30 pm

Nazim H Madhavji, McGill University, "A Framework for Process Evolution." 619 General Services Building.

18 November, 3:30 pm

Doug Poff, "Even Virtual Libraries Need a Solid Foundation." 619 General Services Building.

EAST ASIAN LANGUAGES AND LITERATURES

15 November, 3 pm

Yue Daiyun, Peking University, "The Metaphor of Mirror in Western and Eastern Poetics." Cosponsor: Comparative Literature. Senate Chamber, Arts Building.

EVENTS

EXHIBITIONS

ART AND DESIGN

Until 15 November

"Industrial Design 'Results'" – an exhibition of work of former students in Art and Design's Industrial Design. Gallery hours: Monday to Friday, 8:14 am to 4:30 pm. The Beaver House Gallery, 3rd Floor, 10158 103 Street.

CLASSICS

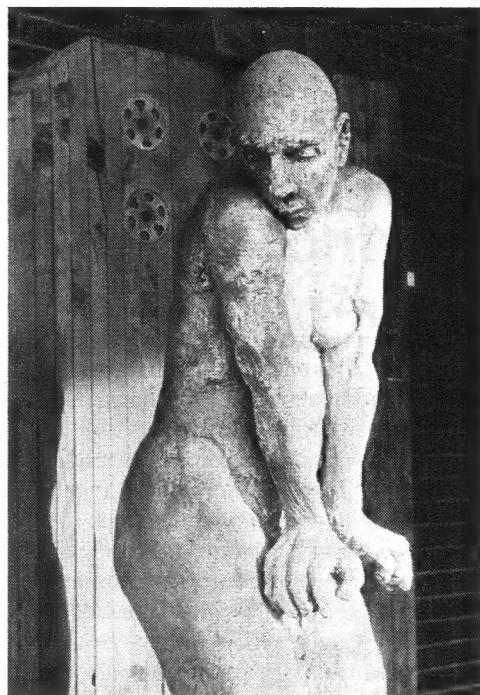
Until 13 November

"The University of Alberta in Italy: Archaeological Fieldwork at Roccagloriosa (1982-1990)." Foyer, Rutherford Library South.

MCMULLEN GALLERY

Until 27 January

"Sand, Fire and Light" – an exhibition curated by E Ross Bradley of work by contemporary Albertan glass artists John Norton, Helen Kovacs, Mark Gibeau, Lorie Hedemark and Barbara Pierce. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm (subject to availability of volunteers). Information: 492-8428, 492-4211. Walter C MacKenzie Health Sciences Centre.



Sidsel Naess Bradley, *Pillar Series #3*, 1989-91, fired clay, wood and steel. From a recent exhibition at FAB Gallery.

pm. Tickets: \$50 (\$27 tax receipt available). Tickets and information: 479-5357 or 492-2384.

MUSIC

DEPARTMENT OF MUSIC

8 November, 8 pm

Nicholas Arthur Kilburn Memorial Concert – Kaaren Erickson, soprano. Admission: \$7/adults, \$5/students and seniors.

9 November, 2 pm

Visiting Artist Masterclass – Kaaren Erickson, soprano.

15 November, 8 pm

Faculty Recital – Stephane Lemelin, pianist.

Part I.

20 November, noon

Organ Recital – Marnie Giesbrecht and

Joachim Segger.

20 November, 8 pm

Symphonic Wind Ensemble, William Street, director.

All events take place in Convocation Hall, Arts Building.

U OF A CONCERT CHOIR

16 November, 6:30 pm

"An Evening of Music" – dinner and entertainment. Champagne: 6:30 pm. Dinner: 7:30

SPORTS

BASKETBALL

8 November, 8:15 pm

Golden Bear Invitational

HOCKEY

8 and 9 November, 7:30 pm

Bears vs Saskatchewan

VOLLEYBALL

15 and 16 November, 6:15 pm

Pandas vs Victoria

15 and 16 November, 8 pm

Bears vs Victoria

Call 492-BEAR/492-2327 or the "Talking Yellow Pages" at 493-9000, code 3250, for more information.

THEATRE

STUDIO THEATRE

Until 16 November

"Newhouse" by Richard Rose and DD

Kugler. Directed by Carl Hare. Tickets and information: 492-2495. Myer Horowitz Theatre, SUB.

CURRENTS

INTERESTED IN UNIVERSITY TEACHING?

Under the auspices of the Faculty of Education, design is now under way on a videodisc project funded by the University Teaching Research Fund. The disc will be used to provide exemplars of teaching across campus to assist in the ongoing development of instructional effectiveness.

The designers welcome comments/suggestions regarding the content of the project. What are your areas of concern? Drop a note to: University Teaching Project, B-117 Education North, or call Graham Fishburne (Elementary Education), 492-4132.

RECEPTION FOR PATRICIA WARMINGTON

Members of the University community are cordially invited to a reception on Thursday, 14 November, 3 to 5 pm, in the Heritage Lounge, Athabasca Hall.

Ms Warmington has accepted a new challenge as Director of Community Relations and

Development at the Glenrose Hospital.

For further information, telephone the Development Office at 492-4418 or 492-0332.

CANADIAN FUTURES RESEARCH INSTITUTE

The Canadian Futures Research Institute will hold its annual general meeting 20 November at 4:30 pm at Rutherford House. Members and nonmembers welcome. Refreshments will be served.

For additional information about CFRI, call Gordon Freeman, 492-3468; Denis Haughey, 492-1858; or WA Fuller, 1-675-2993.

IMPROVE PERFORMANCE IN LIFE SKILLS

Ask the Faculty of Extension about workshops and seminars in assertion training, public speaking, building communication skills and conflict resolution. For information or brochure, call 492-5069.

EXTENSION FACULTY COURSES

The fall 1991 Applied Behavioral Sciences brochure for courses/seminars in personal development is available by calling 492-5069.

EDUCATION

14 November, 3:30 pm

Antoinette Oberg, professor, Faculty of Education, University of Victoria, "Teacher Education: Past and Future." Map Room, Lister Hall.

ENTOMOLOGY

14 November, 4 pm

Jari K Niemelä, University of Helsinki, "Europeans Invading Alberta: Distribution and Community Effects of the Exotic Ground-Beetle *Pterostichus Melanarius* (Ill)." TBW-1 Tory Breezeway.

21 November, 4 pm

Elizabeth Straszynski, "Sexual Selection in Notostraca (Crustacea): The Origin of Aggression and Advantage of Plasticity in Ephemeral Habitats." TBW-1 Tory Breezeway.

FAMILY STUDIES

18 November, 12:30 pm

Marilyn Meyer, "Perceptions of Retirement From Farming." 3-57 Assiniboia Hall.

21 November, 12:30 pm

Maryanne Poirier and Brenda Munro, "Evaluation of AIDS Education." 3-57 Assiniboia Hall.

FOREST SCIENCE

13 November, noon

Nikita Lopoukhine, Canadian Parks Service, Ottawa, "The Management of Vegetation in National Parks." 849 General Services Building.

21 November, 3 pm

JP (Hamish) Kimmins, professor, Forest Ecology, University of British Columbia, "Sustainable Forestry: Can We use and Sustain Our Forests." Myer Horowitz Theatre, SUB.

GENETICS

15 November, 2:30 pm

Louise Glass, Botany/Biotechnology Laboratory, University of British Columbia, "Molecular Characterization of Mating Type in *Neurospora*...Sex or Death." G-217 Biological Sciences Centre.

GEOGRAPHY

8 November, 3 pm

Fran Hein, Department of Geology and Geophysics, University of Calgary, "Mass Flow Sedimentation: Baffin Island Fjords." 3-70 Tory Building.

15 November, 3 pm

Roy Eyton, "Been There-Done That: An Australian Travelogue." 3-36 Tory Building.

GEOLOGY

12 November, 11 am

Carl A Mendoza, "Vapour Transport of Trichloroethylene in the Unsaturated Zone: Field Results and Numerical Analysis." 1-04 Earth Sciences Building.

14 November, 11 am

Laurie J Turner, National Water Research Institute, Burlington, Ontario, "Water, Soil and Sediment: An Overview of Biogeochemical Cycling." 1-04 Earth Sciences Building.

HEALTH LAW INSTITUTE

21 November, 7:30 pm

Bernard M Dickens, professor, Law and Medicine, University of Toronto, "Implications of Health Care Professionals' Legal Liability." Call 492-8343 to reserve a seat. 231/237 Law Centre.

HISTORY

8 November, 3 pm

Brian McKercher, Department of History, Royal Military College of Canada, "Problems of Restraints on War and National Sovereignty: Arms Limitations and Disarmament, 1899-1939." 2-58 Tory Building.

15 November, noon

Tang Yijie, professor, Chinese Philosophy, Peking University, and president, International Academy of Chinese Culture, "On Matteo Ricci's Attempt to Fuse Chinese and Western Culture." TBW-2 Tory Breezeway.

INTERDISCIPLINARY LECTURE SERIES IN CULTURAL STUDIES

18 November, 4:30 pm

Janice Williamson, "Notes from Storyville North: Circling West Edmonton Mall." L-3 Humanities Centre.

INTERNATIONAL CENTRE

13 November, noon

"The Debt Games: Who Owes Whom?" (video). 172 HUB International.

20 November, noon

"Hell to Pay", 1988, video. 172 HUB International.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

14 November, 12:30 pm

Sharon Reedyk, "Spring Melt Water Balance of a Subarctic Stream: Impact of Groundwater Icings." M-149 Biological Sciences Centre.

21 November, 12:30 pm

Barb Nicholson, "Peatland Development at Elk Island National Park." M-149 Biological Sciences Centre.

LITERARY THEORY SERIES

12 November, 3:30 pm

Nasrin Rahimieh, "Magical Realism in Iran: *The Submarinians* by Muniru Ravanipur." 5-20 Humanities Centre.

MUSIC

14 November, 3:30 pm

Jolanta Pekacz, "Musical Subjects in French Painting of the Romantic Period." 2-32 Fine Arts Building.

POLITICAL SCIENCE

15 November, 3 pm

Paul Tennant, University of British Columbia, "Native Issues in Provincial Politics in British Columbia." Cosponsors: School of Native Studies and Anthropology. TBW-2 Tory Breezeway.

RELIGIOUS STUDIES

13 November, 3:30 pm

Jim Forrest, "Milton's Concept of Jesus." Senate Chamber, Arts Building.

20 November, 3:30 pm

M Waida, "The Journey to the Land of the Dead in Japanese Shamanism." Senate Chamber, Arts Building.

RESEARCH SEMINARS IN EARLY WOMEN

18 November, noon

Lesley Cormack, "Gender and Early Science." 5-20 Humanities Centre.

RURAL ECONOMY

18 November, 3:15 pm

Terrence S Veeman, "Cereal Import Demand in Developing Countries." 519 General Services Building.

SCHOOL OF LIBRARY AND INFORMATION STUDIES

13 November, noon

Margaret Mackey, "Adolescent Readers: Developing Complex Insights." 3-01 Rutherford South.

SLAVIC AND EAST EUROPEAN STUDIES

18 November, 3 pm

Serhij M Ploky, University of Dnepropetrovsk (Stuart Ramsay Tompkins Visiting Professor of Russian History), "The German Question in the USSR: An Historian's Perspective." 141 Arts Building.

SOCIETY OF EDMONTON DEMOGRAPHERS

15 November, noon

Leszek A Kosinski, "Immigration to Canada: Challenge for the 1990s." Meeting Room, Edmonton Main Public Library, Churchill Square.

SOCIOLOGY

20 November, noon

Svetoslav Grigoriev, head, Department of Sociology, Altai State University, Barnaul, Russia, "Economic Reconstruction of Russia:

Sociological Implications of the Market Economy." 5-15 Tory Building.

SOIL SCIENCE

21 November, 12:30 pm

G Fishburne, "Enhancing Student Learning: Considerations for Effective Teaching." 2-36 Earth Sciences Building.

UNIVERSITY TEACHING SERVICES

18 November, 3 pm

Jim Creechan and Dan Precht, "Item Analysis of Multiple Choice Questions: A Non-Statistician's Guide to Interpretation." TBW-2 Tory Breezeway.

19 November, 3:30 pm

Asad Ahmed, Bob Busch and David Tyrrell, "Increasing Awareness of the Research Dimension in Our Teaching." TBW-2 Tory Breezeway.

20 November, 2:30 pm

Raymond Au, "Overview of Desktop Publishing Software." 349 CAB.

WOMEN'S PROGRAM AND RESOURCE CENTRE AND DRAMA

21 November, 7 pm

Jill Greenhalgh, artistic director, The Magdalena Project, "An Evening About the Magdalena Project." Tickets: \$5 at the door. Phone: 492-3093. 2-115 Education North.

22 November, 2:30 pm

Jill Greenhalgh, "Making Theatre For, By and About Women." 3-92 Fine Arts Building.

22 November, 7 to 10 pm, and 23 November, 10 am to 3 pm

Jill Greenhalgh, "Making Theatre For, By and About Women: A Workshop with Jill Greenhalgh." 1-51 Fine Arts Building.

WOMEN'S STUDIES PROGRAM

13 November, 4 pm

Lillian MacPherson, "Women and Jurisprudence", a part of the Women's Speaker Series. 4-29 Humanities Centre.


ZOOLOGY

8 November, 3:30 pm

Andrew Blaustein, Department of Zoology, Oregon State University, "Kin Recognition in Anurans: Ontogeny, Ecology and Evolution." M-149 Biological Sciences Centre.

15 November, 3:30 pm

Patrick Weatherhead, Department of Biology, Carleton University, "Sexual Selection in Red Winged Blackbirds." M-149 Biological Sciences Centre.

 This symbol denotes environmentally related seminars/events. If you wish to have an environmentally related event listed in this way, please contact: The Environmental Research and Studies Centre, 492-6659.

POSITIONS

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC

CHAIR, DEPARTMENT OF ENGLISH

The Department of English invites applications for an appointment with tenure at the senior Associate or Full Professor level commencing 1 July 1992. In addition to assuming some teaching responsibilities, the successful candidate will be expected to serve the Department as Chair for a period of at least five years. Applicants should possess a PhD or its equivalent and should have a research program, extensive and excellent publications, a good teaching and supervision record and previous administrative experience. Field of specialization is open. The 1991-92 minimum for the full professor rank is \$60,083; the maximum for the associate rank is \$70,331. The position of Chair carries an additional administrative honorarium.

The Department of English, which is comprised of 72 full-time academic staff, houses excellent and extensive scholarly work, and takes pride in its reputation as an outstanding teaching department. The position of Chair is a key position in the intellectual economy of the Faculty of Arts and the University at large. The department is an intellectually vital community, which will undergo significant development in the next five years.

Applications, including *curriculum vitae* and three letters of reference, should be sent to: Dr M Van de Pitte, Associate Dean and Chair of the Selection Committee, Faculty of Arts, University of Alberta, Edmonton, Alberta, Canada T6G 2E6, and will be accepted until 15 November 1991. This position is subject to confirmation of funding.

SUPPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 1 November 1991. For a more up-to-

date listing, please consult the weekly *Employment Opportunities Bulletin* and/or the postings in *PSSR*. Positions available as of 1 November 1991.

The limited number of vacancies is a result of the current Support Staff hiring freeze.

Applications for regular operating budget funded University positions (both full-time and part-time) are initially restricted to current bargaining unit employees. This is due to the current hiring freeze. Applications may be accepted from external applicants for some positions after internal staffing has been explored.

The salary rates for the following positions reflect adjustments in accordance with the terms for the implementation of the Pay Equity Program.

CLERK STENO (Grade 5) (Recurring Term), Physics, (\$1,784 - \$2,210)

SECRETARY (Grade 5), Faculty of Home Economics, (\$1,784 - \$2,210)

ACCOUNTS CLERK (Grade 5), Office of the Comptroller (Special Funds and Research Accounting - Science), (\$1,784 - \$2,210)

DEPARTMENTAL/EXECUTIVE SECRETARY (Grade 6), Physics, (\$1,952 - \$2,433)

DEPARTMENTAL/EXECUTIVE SECRETARY (Grade 7), Mining, Metallurgical and Petroleum Engineering, (\$2,125 - \$2,663)

NURSE (Part-time) (Grade 9), University Health Services, (\$1,420 - \$1,801) (prorated)

TECHNOLOGIST (Grade 11), Civil Engineering, (\$2,867 - \$3,679)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

FINANCIAL RECORDS CLERK (Half-time/Trust), Biochemistry, (\$675 - \$839) (prorated)

LABORATORY ASSISTANT III/TECHNICIAN I (Part-time/Hourly) (Trust), Pediatrics, (\$9.92 - \$14.73/hour)

ADS

ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

SALE - Wonderful Belgravia bungalow. Bright, modern basement development, gorgeous treed lot near the river valley, \$185,000. Ed Lastiwka, Royal LePage Realty, 446-3800, 437-7480.

RENT - West end executive bungalow, fully furnished, air conditioned, fireplaces. Ten months, 15 January - 31 October. Adults, nonsmoking, references, refundable damage deposit, \$2,000. \$750/month excluding utilities, 489-8126 evenings.

RENT - Executive bungalow, Saskatchewan Drive, furnished. Immediate occupancy, long term lease, references required. For full details, Janice Duke, Royal LePage, 437-7480.

RENT - Unfurnished house, four appliances, walking distance to campus. 432-1488.

RENT - Beautiful, large two bedroom home. Windsor Park. January-May. 433-7293.

RENT - To mature couple, west end furnished house. January, February, March. Moderate rent plus utilities, 484-8946.

RENT - Bright, renovated two bedroom house. Laundry, parking close to University, hardwood, yard. \$750, 437-5509.

RENT - Basement suite, University area. \$350/month, nonsmoker, grad student. December, 437-6060.

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